



## Ohio Supply Chain Academic Network

### The Future of Supply Chain Talent Starts Here

To grow and diversify Ohio's supply chain talent pipeline through cross-sector collaboration, student outreach, and business engagement, ensuring Ohio's workforce is prepared for the future.



# Agenda

## Set the Stage

- What O-SCAN is and why it was formed
- Central Ohio's supply chain/logistics importance

## What O-SCAN Is Doing

- Two committees: Marketing & Awareness / Workforce & Education
- Current initiatives and early wins

## Employer Needs

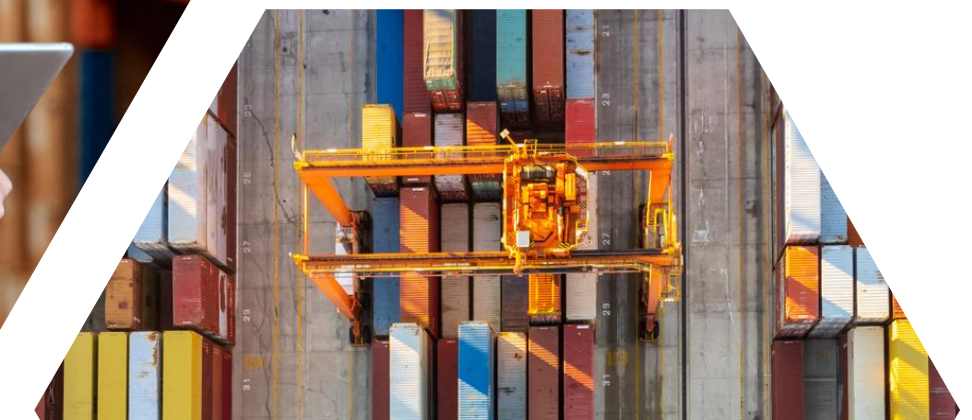
- Roles in high demand (technicians, diesel mechanics, logistics supervisors, etc.)
- Feedback from businesses on workforce gaps

## The Education Perspective

- Overview of Groveport's CTE Supply Chain Management program
- Student experiences and pathways into the industry
- Opportunities for employer engagement with local schools

## Interactive Discussion

- Quick poll or table input: "What roles are most critical for your business?"
- Capture ideas for awareness and pipeline-building





# WHAT IS OSCAN

## Ohio Supply Chain Academic Network

- ✓ **Funded as an Industry Sector Partnership (ISP)**
- ✓ **Led by ClearView & Columbus Chamber (fiscal)**
- ✓ **Mission: Strengthen the talent pipeline in supply chain & logistics across Central Ohio**
- ✓ **Region: Franklin and surrounding counties**

"Industry sector partnership" means a workforce collaborative that organizes key leaders and stakeholders of an industry cluster into a working group that focuses on achieving a shared goal of meeting the industry cluster's human resources needs (ORC 122.179)





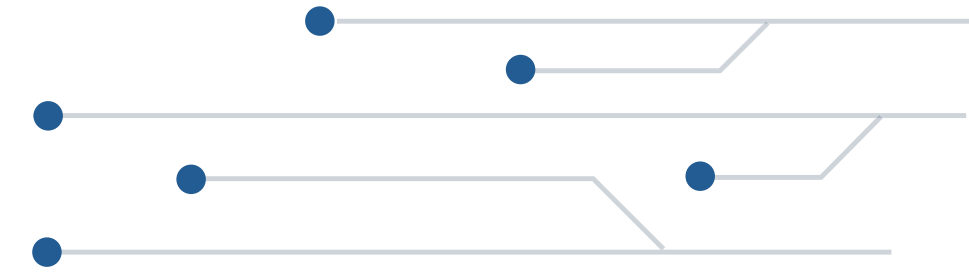
# WHY NOW?

## Labor Market Challenge

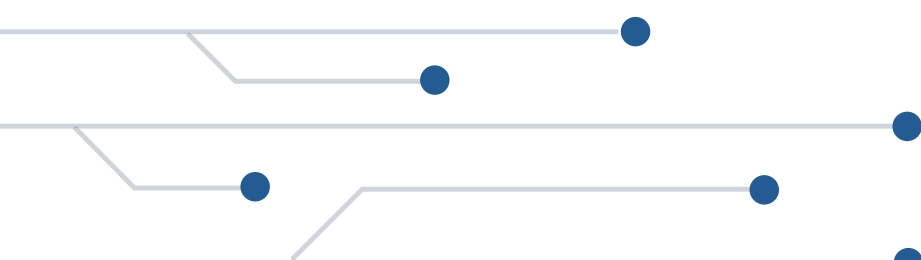
- ✓ **Between 2020 and 2030 Ohio is expected to increase new jobs by 257k**
- ✓ **Workforce is only expected to increase by 47k during that time (210k job gap)**
- ✓ **Misperceptions about logistics careers limit interest from youth and career-switchers**

## High Demand Roles in Central Ohio

- These are good jobs, but students and educators don't always know they exist.
- O-SCAN is designed to raise awareness, connect training to real needs, and build stronger pipelines



Occupation	Postings (Last 2 Years)	Avg. Salary
Heavy & Tractor-Trailer Truck Drivers	38,000	\$55,000
Maintenance & Repair Workers (General)	34,000	\$47,000
Warehouse & Distribution Managers	11,600	\$98,000
Logisticians	6,900	\$81,000
Industrial Production Managers	6,000	\$103,000





# OHIO WORKFORCE OVERVIEW

<b>257,000</b>	<b>47,000</b>	<b>210,000</b>	<b>\$59,890</b>	<b>\$12.6B</b>
<i>Jobs Created from 2020 to 2030</i>	<i>Working-age population growth 2020 to 2030</i>	<i>Potential jobs not fulfilled</i>	<i>Average wage in Ohio according to Occupational Employment and Wage Statistics</i>	<i>Potential economic loss of not fulfilling these jobs</i>

- Ohio Jobs Outlook Employment Projections (ODJFS)



"Anyone in **any age group into the workforce helps us with the challenge of supplying** talent we need." Lt. Governor @JonHusted

# A BIG IMPACT

## Projects Announced 2011-2025



# NOTABLE PROJECTS ANNOUNCED 22/25

## HONDA

**\$700M** retooling investment  
1<sup>st</sup> U.S. Honda plant to transition to EVs



**\$1.9B**  
data center expansion



**\$7.8B** data center; multiple locations (TBD)



**3,000 jobs**  
**\$20B** semiconductor fabs



**225 jobs**  
**\$200M** pharma manufacturing



**350 jobs**  
**\$900M** pharma manufacturing



**850 green jobs**  
**\$220M** solar panel production facility



**751 jobs**  
pharma fulfillment



**4008 jobs**  
**\$900M** drone production



**100 jobs**  
**\$185M** expansion

137

Projects

19,000+

New Jobs

\$1.79B+

New Payroll

\$35.8B+

Capital Investment

# PIPELINE INSIGHTS

## Active Opportunities

5/13/2025

**78 Active Projects | 362 Leads**



**58%**  
Manufacturing

**12%**  
Logistics

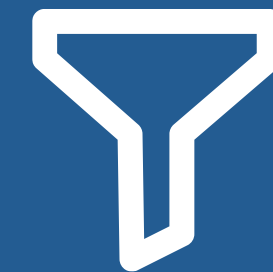
**10%**  
HQ/Office



**59%**  
Attractions

**45%**  
International

#1 Japan  
#2 Italy  
#3 Germany  
#3 South Korea  
#3 Canada



**40%**  
Of the pipeline projects  
are the "Offer" or  
"Application/Accept"  
stages



# WHY INDUSTRY SECTOR PARTNERSHIPS MATTER

## **Employer-Led, Solution-Oriented**

- Gives businesses a seat at the table to shape workforce solutions

## **Stronger Education Alignment**

- Ensures schools and training programs teach what industry actually needs

## **Workforce Pipeline Development**

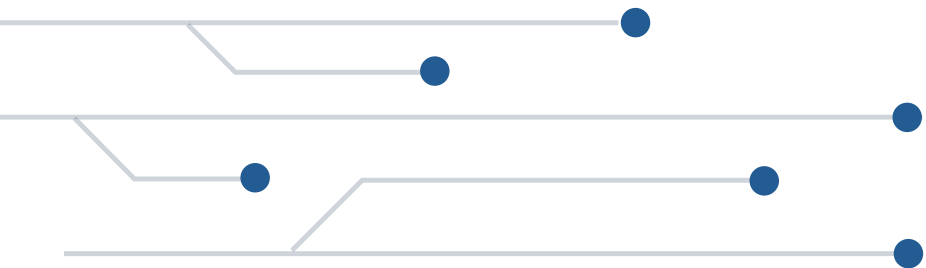
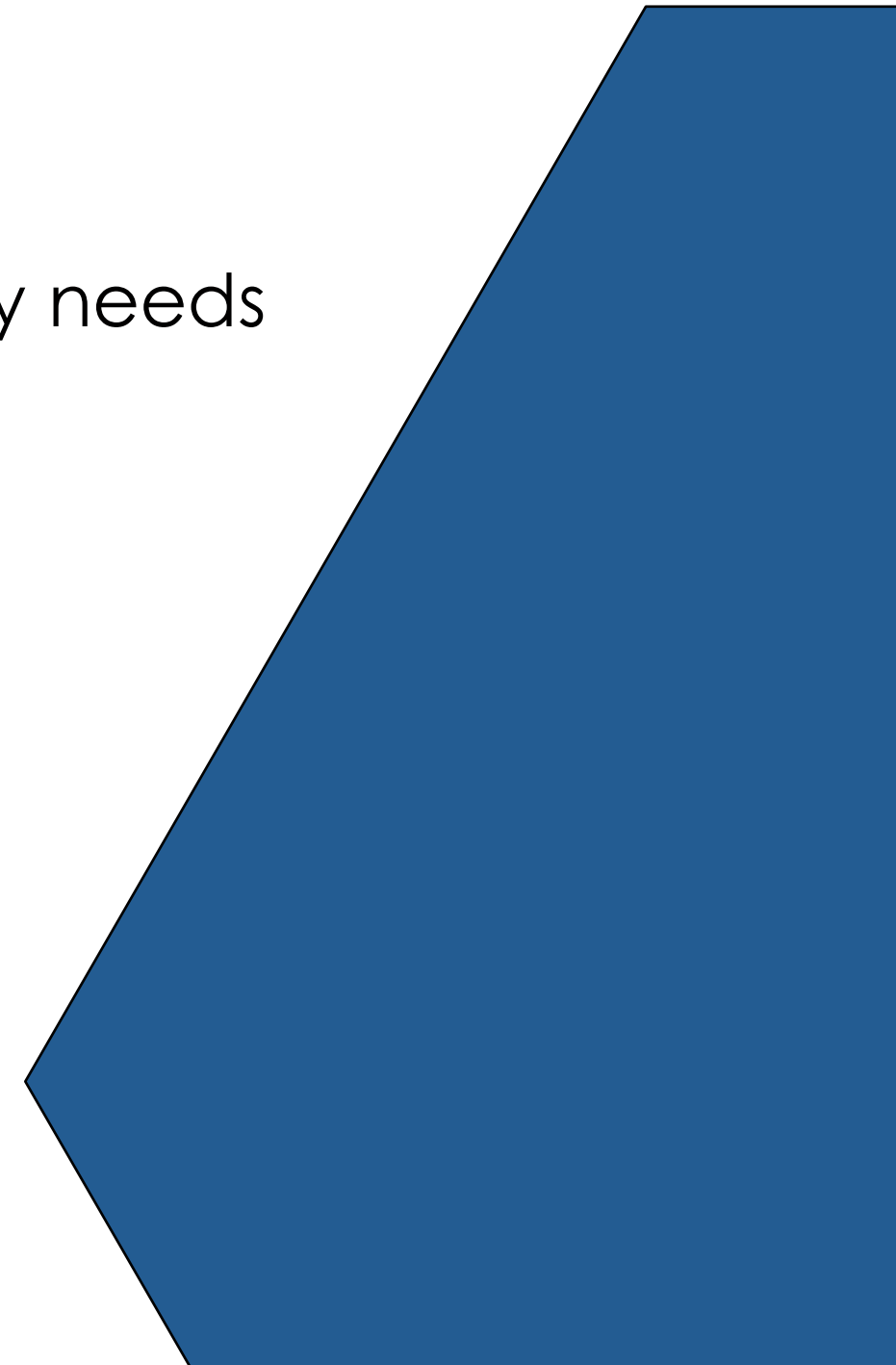
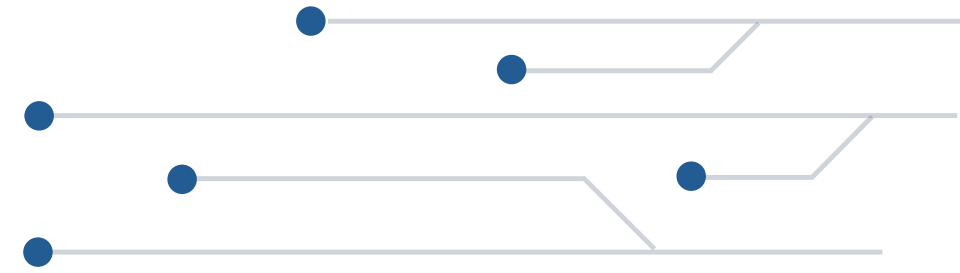
- Builds awareness and access to in-demand careers early

## **Shared Infrastructure & Resources**

- Encourages collaboration over competition among stakeholders

## **Community Impact**

- Expands access to good jobs and strengthens regional growth





# GRANT SUPPORTED INITIATIVES

- Establish Committees
  - Marketing & Awareness
  - Workforce & Education
- Develop Career Awareness Campaigns
- Launch Website
- Identify Talent & Credentialing Needs
- Collect Workforce Data
- Develop Education and Workforce Connections, Pathways
- Establish 501(c)3





## KEY PARTNER ENGAGEMENT

- Industry Employers
- K-12 districts, ESCs, STEM and career tech schools
- State institutions of higher education and Ohio Technical Centers
- Nonprofits specializing in workforce development
- Economic development organizations and workforce boards
- Parents, community leaders, and underrepresented populations
- Veterans, career switchers, and individuals with barriers to employment
- Supply Chain Associations: CRLC, CSCMP, AHRMM, WERC, Workforce Collaborative
- Other ISPs (COMP, COCAP, HCCOCO)



KUEHNE+NAGEL



SED LAK



ClearView



EASE

KnitWell

GROUP



MCR | MEDICAL®



THE OHIO STATE  
UNIVERSITY

WEXNER MEDICAL CENTER



FST  
LOGISTICS

IGNITE  
INDUSTRIAL PROFESSIONALS

# OSCAN COMMITTEES

## Driving Awareness and Building the Workforce of Tomorrow

OSCAN is guided by two committees, Marketing & Awareness and Education & Workforce, working together to elevate visibility, forge partnerships, and shape the future supply chain talent pipeline.



### Marketing & Awareness

- Drives visibility and brand recognition
- Builds partnerships with industry and educators
- Promotes OSCAN as the Central Ohio supply chain network



### Workforce & Education

- Shapes supply chain talent pipelines
- Defines key roles in demand
- Partners with educators to align training with industry needs

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### Marketing & Awareness

- Website in progress– domain and logo finalized
- Outreach underway to secure industry partners
- Finalizing investment levels and defining partner benefits



### Workforce & Education

- Identifying initial high-priority pipeline roles
- Reviewing other ISP models to inform strategy
- Engaging industry partners to validate workforce needs

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# Employer Feedback

## Key Themes

### **Operations & Warehouse Roles**

- Forklift Operators
- Case Pickers / Receivers
- Loaders
- Inventory Coordinators
- Project Handlers
- Evening & Weekend Shift Support

### **Technical & Skilled Trades**

- Maintenance Technicians
- Automation Technicians
- Control Technicians (PLC) Conveyor/Equipment Troubleshooting)

### **Logistics & Distribution**

- Distribution Center (DC) Managers
- Logistics Coordinators
- Drivers (CDL & local)
- Supervisors & Frontline Leaders

### **Business & Data Roles**

- Data Analysts / Modelers / Developers
- Finance & Accounting (Supply Chain Focus) MIS / System Support Professionals

### **Cross-Cutting Needs**

- Engineering with logistics background
- Bilingual/language support staff
- Candidates with strong communication, curiosity, and critical thinking

### **Desired Skills & Credentials**

- Technical Tools: SQL, Python, Tableau, Power BI, Snowflake, Llamasoft
- Certifications: Forklift, Lean Six Sigma, OSHA, MS Office
- Soft Skills: Communication, willingness to learn, attention to detail
- Functional Knowledge: WMS experience, supply chain terminology

# Pathway Focus Areas

## Initial Survey Results

### Entry Level Pathways:

- Automation Technician
- Control Technician (PLC) Conveyor / Equipment
- Maintenance Technician

### Pathways to Mid/Senior Level Careers:

- IT Superuser
- Master Technician
- Industrial Engineer

### Certification Integration:

- CDL
- Lean Six Sigma
- Supply Chain Management Principles (SCM-1100)
- Data Analytics (data modeling, SQL, MicroStrategy, PBI)



# What Employers Want in Partnerships



## Experiential Learning

Internships & trial-like training opportunities

HACK \* A \* THON / Capstone Project

Job shadowing / Hands-on



## Support Structures

Resume writing

Leadership development program

Ability to show support structure available

Help with retention

Define success

Pathway to long-term career

Mentorship





**WORLD**

**GROVEPORT  
MADISON  
H.S.**

**ME**



# TOPICS

- Overview
- Technology
- Finance
- Order Management
- Packaging & Materials Handling
- Procurement
- Warehousing Management
- Inventory and Facility Location
- Management
- Transportation
- International Transportation





# A LITTLE HISTORY

- World War (beans, bullets, & blankets over seas)
- Military/Civilian/Military/Civilian
- All expense NO revenue.
- Everything in the room, including clothes

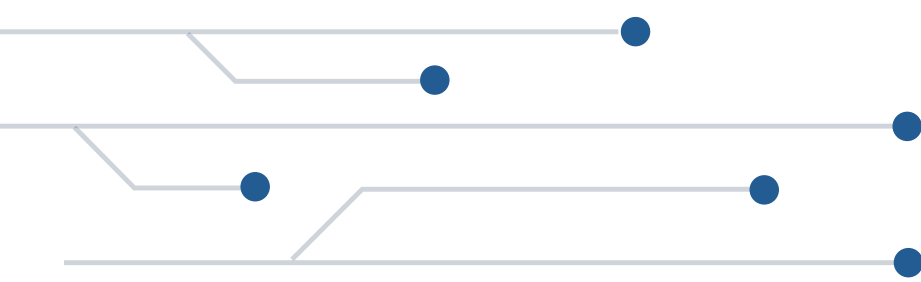
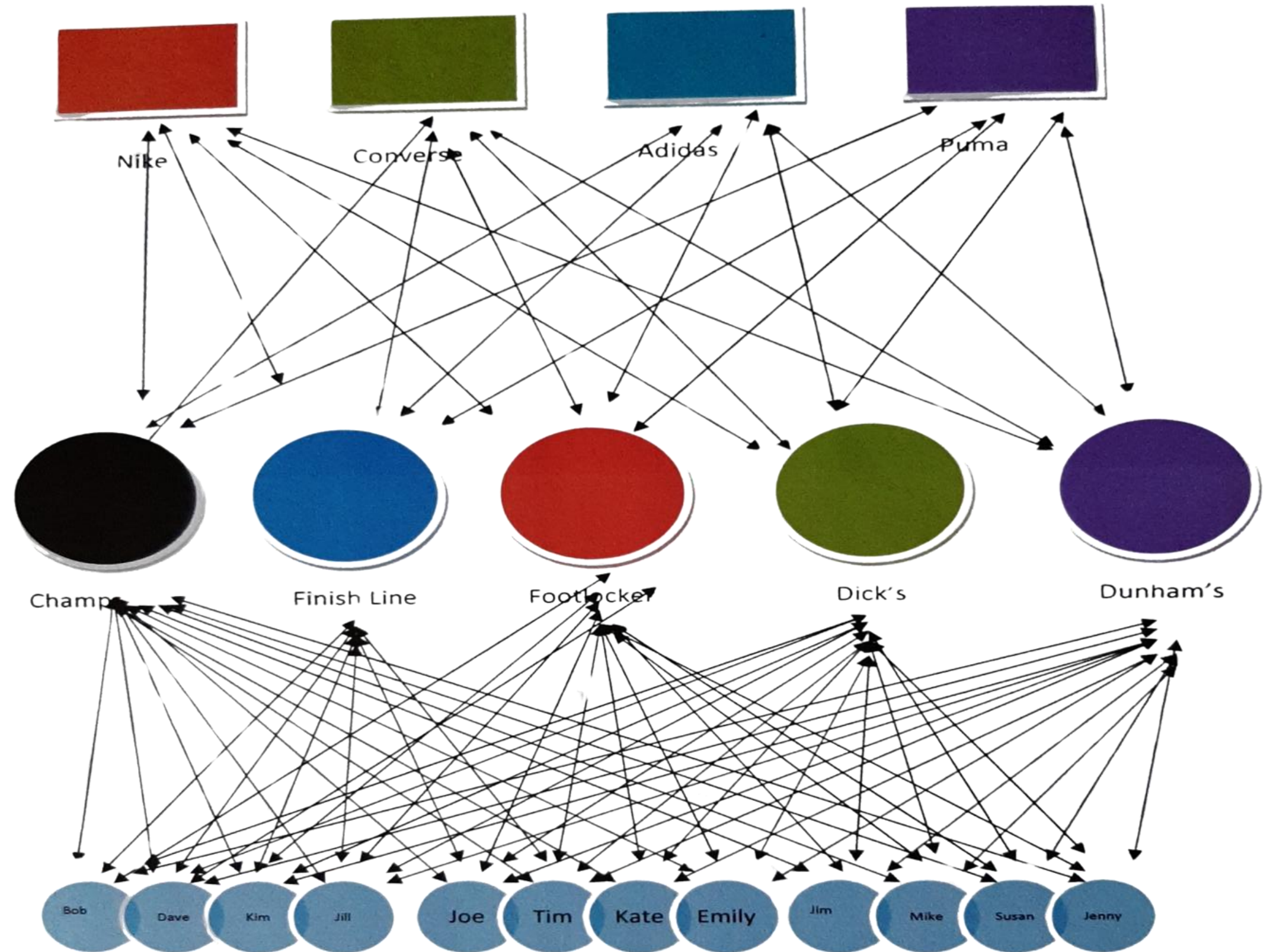




# EXAMPLE

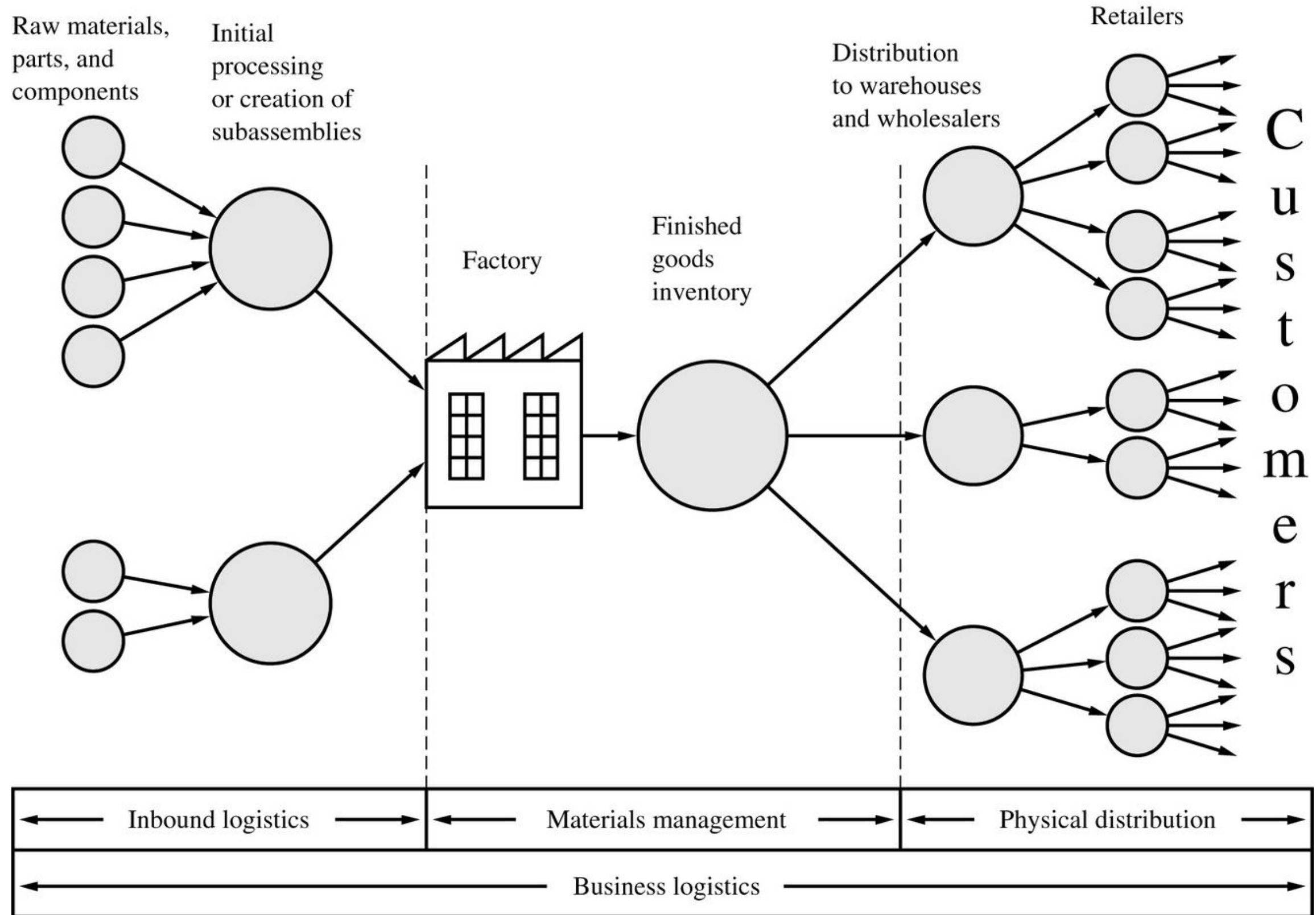
## SMALL, BUT REAL

Then throw in e-commerce & factory outlets!



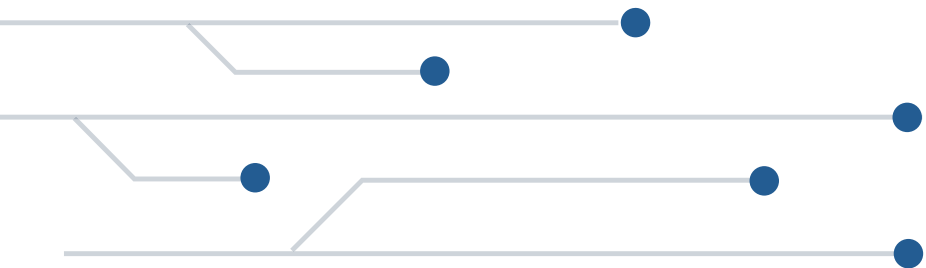
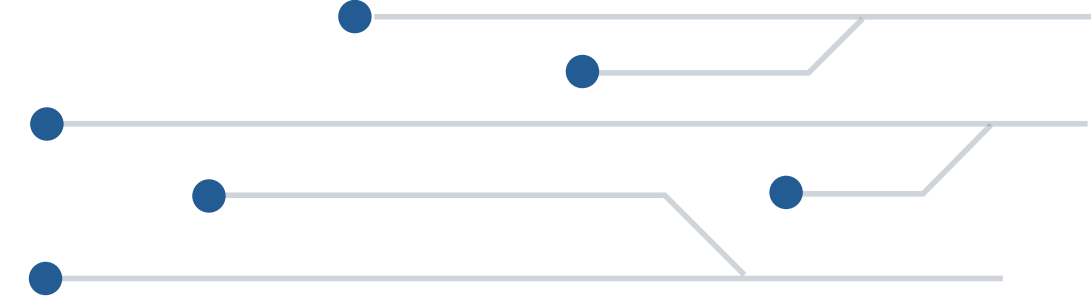


# IT'S NOT MADE IN GROVEPORT!





# IT'S HAPPENED TO ALL OF US





# GLOBALIZATION OF SUPPLY CHAINS

- Increasing globalization
  - Lower priced materials and labor
  - Global perspective of companies
  - Development of global competition
- Extremely difficult to execute due to differences
  - Cultural, economic, and technological
  - Political, spatial, and logistical







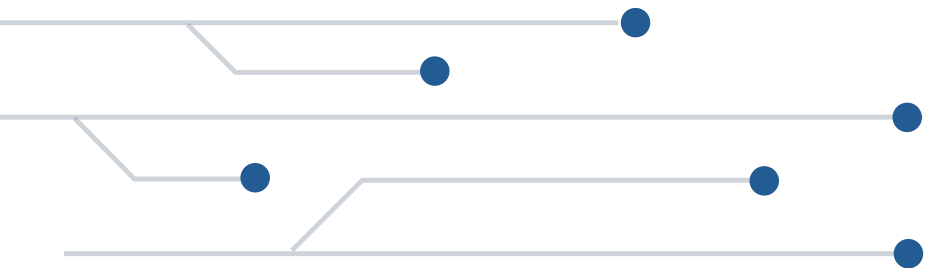
# FIELD TRIPS





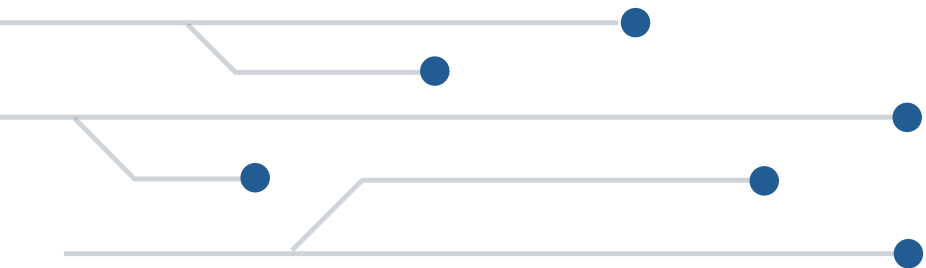


# GEOGRAPHY





# PANAMA CANAL





# DECA



# O-SCAN Informational Form





# Join a Committee – Help Shape the Work

## 👏 We're Looking for Committee Members!

O-SCAN will be driven by two employer-led committees—your chance to help shape the future of supply chain talent in Central Ohio.

- ◆ **Marketing & Awareness** – Guide messaging, launch the O-SCAN website, and lead outreach to schools and the community.
- ◆ **Workforce & Education** – Align talent needs with training, advise on curriculum/pre-apprenticeships, and connect with schools and workforce programs.

✅ **Commitment:** Monthly or bi-monthly meetings, sharing insights, and representing your company's needs.

Your voice matters—join us and help build real solutions!

O-SCAN Committee Sign Up Form



For More Information...



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